BART Social

BART

BARTalk

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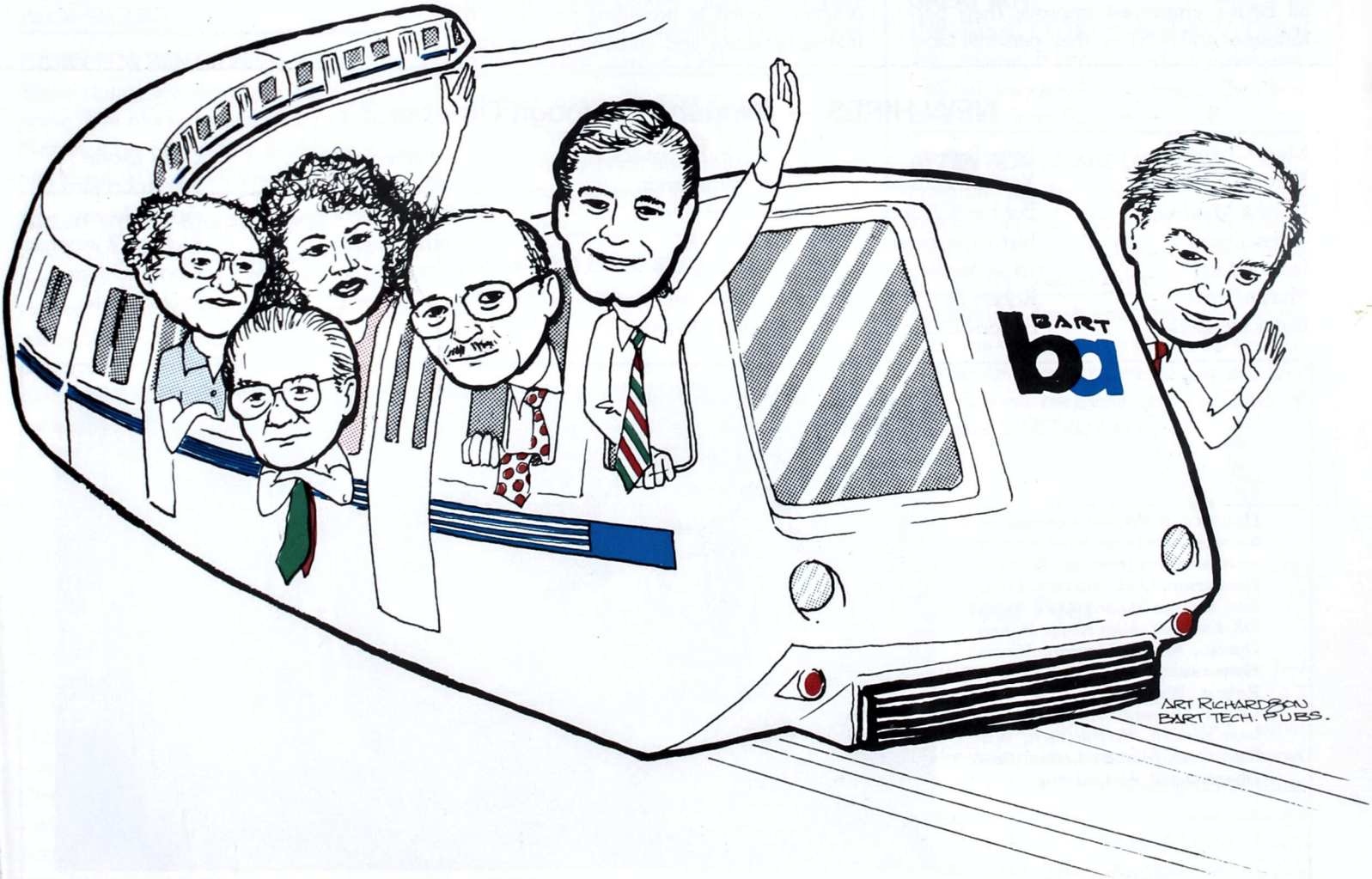
WITH MANY THANKS AND GOOD WISHES TO ALL FROM BART'S GENERAL MANAGER AND YOUR BARTALK STAFF



HAPPY HOLIDAYS

Workshops Can Help You Chart Your Future

Have you been thinking about your job at BART? Are you wondering where you'll be a year from now? Five years from now?

If you're not yet thinking ahead about your opportunities at BART, you should consider attending one of the Career Planning Workshops offered by the District's Training and Development Department.

The workshops are designed to provide information about career choices. You learn to assess your skills, interests, talents and current limitations and your assessment sets the stage for further exploration into career choices. You will be helped to set short-term and long-term goals for yourself.

Call Ext. 6293 for additional information. Several future workshops are scheduled next year, beginning in January.

The Career Planning Workshop is only one of the programs offered by the Training and Development Department to help all BART employees improve their performance and enhance their personal satisfaction as a member of the BART team.

Two programs are offered for BART supervisors, including those who are new to the District and those who are already on the job.

Incumbent supervisors can benefit from a two-day program that provides information that helps them in their supervisory capacity. They are updated on BART programs and policies and are helped to review the skills required for effective day-by-day interactions. Topics include: BART values; feedback and coaching; safety; Affirmative Action; substance abuse and the Employee Assistance Program; and labor relations.

Newly-hired or promoted supervisors receive specific information about District programs, policies and procedures. Emphasis is placed on the skills needed to develop and strengthen the employees they will be supervising. The week-long program includes discussion, lecture and skill practice, aimed at providing real help in managing issues and communicating and implementing policies and procedures.

Also available is a Supplemental Orientation, a one-day program for non-supervisory employees. Topics include: BART's organization; extensions; safety; Affirmative Action and Sexual Harassment; tuition reimbursement; BART Police; substance abuse and employee assistance counseling; and Worker's Compensation issues.

Management forums are conducted by nationally-known experts for the District's supervisory and management personnel including foreworkers through senior managers. The speakers provide up-to-the-moment information on current management thinking. They encourage their BART listeners to think about, talk about and implement the development of managerial skills.

Call Extension 6293 for further information. That's the first step to enhancing your job at BART.

NEW HIRES — January 1 through October 31

Mary Chandler	Betty Parker	Kevin Fitzpatrick	Earl Quine	Chris Iglesias
Barbara Flaherty	Yvonne Gibson	Steven Arndt	Terry Kurtz	Aaron Ledford
Cecelia Matthews	Bobbie Williams	Robert Mitroff	Vivian Gunderson	Arthur Lewis
Teresa Zenad	Nathaniel Ford	Oji Kanu	Dorothy Dugger	Richard Wieczorek
Jens Hansen	Otto Pfaeffle	Terry Green	Eric Jorgensen	Crystal Odum
Shawn Terris	Robert Fox	Sylvia Hemmerich	Regina Rasheed	James Lande
Rufus Henderson	Simone DeSorcy	Robert Murray		

Honored at the third annual retirement dinner on November 19 were, standing from left, Dorothy Henderson, Dick Jenevein, Linda Lee, George Moore, Luis Arcas, OK Emmons, John Kopp, Robert Duenas, Miguel Moreno, Vivian Hannawalt, Maurice O'Connor, Robert Wall, Gary Arkle and Carroll Shepard; front row, William Kistern, Vicroe Yick, William Gray, Manuel Leitao, Paul Gonzales and Wilford Roe

HAPPY HOLIDAYS

BART's TMA Is A Success

BART's new Temporary Modified Assignment (TMA) Program has met with success since its implementation earlier this year. As of this date more than 70 District employees have returned to temporarily modified or alternate assignments. Employees generally return to assignments within their own department. Occasionally assignments may be to a department other than their own.

General information about the TMA program is spelled out in a pamphlet entitled, "TMA: What it is; How it works," which is soon to be distributed to all employees, according to TMA Coordinator Jo Olmes. Jo can be reached at extension 6215.

According to the pamphlet, TMA "assists temporarily injured or ill employees by providing modified or alternate assignments on a temporary basis." Employees on TMA will be paid at their regular rate of pay *for the actual number of hours worked.*

Each Department has a TMA coordinator who works in conjunction with Jo Olmes. They will determine: whether the employee can return to her or his current position; whether the employee can return to another assignment with the department; whether an assignment outside the department is available; and whether a non-represented assignment is available.

Employees under the TMA program will be paid their regular rate of pay for the actual hours worked.

The temporary assignments vary in length. Jo Olmes says the assignments are averaging 45 to 50 days for the people who have been (or are still) in the program. Of those people, she notes, 29 of them so far have returned to their full duties.

BART employees benefit from the program by getting back to work sooner. In fact, their whole recuperation process may be speeded up by the stimulus of returning to work, even in a modified form.

Jo Olmes cites some examples of TMA's success: a BART System Service employee sprained her wrist and could not push the heavy brooms ordinarily used in her regular duties. She was assigned to a special administrative project while her wrist healed.

Another System Service worker could not temporarily go up or down stairs. With the cooperation of this worker's Department coordinator, the employee's duties were modified to avoid any stair work.

In two cases, BART employees were allowed to use District computers in their homes to do their regular jobs while they recuperated from surgery. In another case, a BART painter was shifted temporarily to an inventory project.

October Blood Drive Sets New Mark

The bloodletting went on all day on October 27 at the BART, ABAG and MTC blood donation at the MetroCenter auditorium.

A total of 84 employees donated a pint of blood to the Blood Bank of the Alameda-Contra Costa Medical Association, slightly above last year's mark.

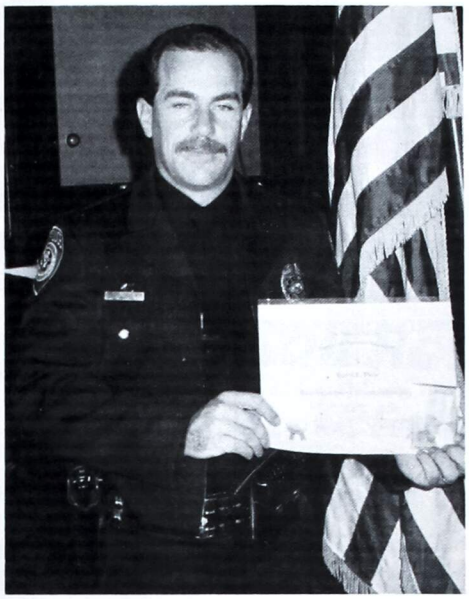
BART's chairperson for the donation was Dina Ferrari, secretary to BART's Manager of Labor Relations. She says that the Blood Bank will schedule two blood drives in 1993.

Fair and Faire

Look for photographs from the BART-sponsored Employee Health Fair and the Christmas Faire in the January issue.

BART Police Officer Receives Commendation

An 11-year veteran of BART's Police Department, Officer Michael Davis, received a Law Enforcement Commendation Medal recently for his off-duty, as well as his on-duty, accomplishments.



MIKE DAVIS

Presenting the commendation was the San Francisco chapter of the California Society of the Sons of the American Revolution. It was given to Officer Davis during a ceremony at the end of October at the Fort Mason Officers' Club in San Francisco.

The commendation for Mike was based on his contributions to both the police field and his community work and involvement with the Special Olympics.

Mike has worked as a patrol officer, special problems unit officer, an administrative traffic officer and is currently one of BART's canine officers.

For the past six years, Mike has devoted off-duty time to coach 15 young men in powerlifting. These young athletes are participants in the powerlifting program despite mental and physical disabilities.

He meets with his athletes twice a week throughout the year and also accompanies them to baseball games and other activities. He schedules his vacation time so that he can go with the athletes to the California State Special Olympics competitions and regional events.

BART Employee Assistance Program

Why this Service? BART is aware that there are personal problems that affect employee's job performance.

Alcoholism, substance abuse, emotional concerns are progressive problems which can be treated like other health issues. BART employees and family members with personal concerns are encouraged to seek professional help in a strictly confidential manner by contacting the Employee Assistance Program (EAP).

Why Consider Counseling? None of us is always ready with the information, experience, or perspective to handle all the pressures we encounter in our lives. In these instances, pain and confusion often result, yet do not have to become a way of life.

Counseling is the natural extension of self-help. It is the tool you can use to most rapidly take or regain charge of situations in your life.

Some issues counseling can help with include: • Single parenting • Substance Abuse • Depression • Parent/Child Conflicts • Job "Burnout" • Career Change • Life Transition • Marital Stress • Personal Crises • Work Concerns • Relationship/Communication Issues

With Whom? This program is administered by Claremont Behavioral Services in association with Blue Cross Behavioral Health Access. Claremont is an experienced firm of select professionals who work with people who find themselves confronting normal, but unexpected difficulties in various aspects of their lives.

Members of Claremont's staff are knowledgeable about the world of work and the pressures of marital/family life, parental responsibilities, personal crises, and drug, alcohol, or medication abuse. They recognize and respect the individual's need for prompt, helpful assistance.

Who Will Know? Absolute privacy is the basic right of any individual who seeks counseling. No one will know your business unless you choose to tell them. State & Federal guidelines are strictly adhered to.

At What Cost? BART offers each employee and their family members complete coverage for five visits of personal counseling.

What is the First Step? Call Claremont at 1-800-834-3773 to discuss making an appointment with the counselor near you who is most experienced and appropriate for your needs.

HAPPY HOLIDAYS

STAGE EQUIPMENT FOR SALE
Peavy powered 3-way E/V sound system 2000 watts RMS, Peavy 12 channel Mark 111 mixing console, Peavy 24 channel Mark IV mixing console, Two 12 channel snakes w/3 sends 1500 watt follow spot, Equalizers, crossovers, road cases and more, DX-7 synth with GreyMatter E! board and software. Call John VanArtsdalen, Ext. 5110.

BRENTWOOD ROCKER
Excellent condition, $35. Contact Art at 522-2387.

BEAUTIFUL RUG FOR SALE
All wool area rug, oatmeal Excellent condition, must see to appreciate. $150. Call Art at 522-2387.

CABIN FOR RENT (Dodge Ridge)
Snow skiing, ice skating, playing in the snow. Two blocks to beach & horse area. Nearby lakes for boating & fishing. Contact Sue, OHY 352-3473 or Ext. 2235.

GREAT STUFF, GREAT BUYS!
Sears Shredder/Grinder, 5hp, leaves and branches up to 3", $150. Litton "Menumaster" commercial microwave, 1000 watts, $100. DP Treadmill with pulse monitor, speed control, $200. Dyna Row 100 rowing machine, $75. Stair Stepper exercise machine, $100. Air Compressor, 100psi, single cylinder, 12 gal. 220v, $75. Call Chuck Brown at Ext. 6508.

GREAT HOUSE FOR SALE!
2 Bd./1 bath in the Fairmont Terrace area of San Leandro (above Hwy.580) view, new hardwood floors, new central heat, new roof in 1988, partially remodeled bathroom, land scaped front yard. Nice neighborhood. $189,000. Contact Shirley at Ext. 6038.

BOAT FOR SALE!
19 ft. deep V-Haul 351, Ford motor 225hp o.m.c., new upholstery, carpet and tires. Good condition. $4,500 or best offer. Call Al at 724-0571.

OUTBOARD MOTOR
Old, runs, best offer. Call Art at 522-2387.

1930s DINING ROOM TABLE
Mahogany veneer, 6 chairs, 2 leaves. Must see to appreciate. $750 or best offer. Call Ron at Ext. 7139.

ATTENTION COLLECTORS!
Zenith Trans. Oceanic Radio 12 band portable radio. Never used. No longer manufactured. A collectible, $500 or best offer. Call Ext. 5348 or 5349.

BRIDAL APPAREL FOR SALE!
Flowers for lapels, favors, bouquets, veils, garters, fancy headbands, hats, etc. Under retail prices. Contact Ellen at 758-0815 or Ext. 5220.

SOFA AND LOVE SEAT
Burgundy, comfy and in good condition, $250 or best offer. Contact Ron at Ext. 7139.

CAMERAS! CAMERAS! CAMERAS!
Canon AT-1 w/lens, $85. Ricoh XR-6 w/ 35mm, 50mm wide & 105mm lens & leather case, $200. Call Dale at Ext. 5281.

MUST SEE TO APPRECIATE!
Classic red 1964 Porsche, 356 coupe, original owner, Calif. car, always garaged, excellent body, no dents, $14,800 to a good home. Call 464-6328.

TURN OF THE CENTURY CLOCK
Solid oak mantle clock, Westminster chimes, $175 or best offer. Call Ron at Ext. 7139.

1930s MANTLE MIRROR
Etched glass, beautiful and flawless. Must see. $250 or best offer. Contact Ron Ext. 7139.

FOR RENT! GREAT CONDO WITH BEAUTIFUL SUNSETS!
2 Bd. (can sleep 4) fully equipped & tastefully furnished. Tennis, pools, BBQ & Maui's best beaches just footsteps away. Nearby dining, snorkeling, sailing, windsurfing, golfing & shopping. Luxury at Economy Rates. Call Dennis at Ext. 5452 or 828-0744.

GREAT BUY!
1986 Suzuki LT 185 (4wheel ATV) Quad, 5-sp, reverse, odometer and trip odometer, 1300 mi, very good condition, $975 or best offer. Call Steve Baldi at 475-2108.

ATTENTION MOVIE LOVERS!
Personal movie collection mostly unviewed, approx. 100 titles. 1992 Chess computer, Maphister Milano master rated at 2200. Call Aaron at Ext. 4116.

BARTalk's Trash and Treasures *column offers you an opportunity to pick up some extra cash for belongings you want to sell. Send your ads—no telephone calls—to Trash & Treasures, BARTalk, LMA1.*

What's Your Story?

Do you have a story to tell that BARTalk readers would like to know about?

Drop us a note or give us a call (464-7115). We'll do all the work. You don't have to write a word. Just give us a general idea what your story is about. We'll talk to you, get all the facts and then write the story. You'll have a chance to review the story before we print it.

What makes a good story? Hobbies. Characters. Children. Family events. The list is endless. Let us hear from you!

CPR

Knowing how to apply cardio-pulmonary resuscitation, better known as CPR, could save a life. That life might be the life of a child, a loved one—maybe an absolute stranger—but it's a life that you might be able to save.

Call 464-6292 or 464-6293.

On Your Feet

Suppose you had to get on your feet and address your co-workers. Does the thought sent chills down your spine? Make your palms sweat? Make your throat dry? Hey, how about getting rid of those speak-on-your-feet anxieties once and for all! Join BART's PeopleMovers Toastmasters club. Just come and visit, if you wish, and see what goes on. Call Cilene Petersen, 464-6587.

Getting into the Halloween Spirit

Following a long-time BART tradition, many District employees don makeup and costumes to mark Halloween.

Here are three of this year's best costumers, Florenzie Grant as Charlie Chaplin, Aleta Mason, clown, and Len Bridges, the Devil.

Turkey Feast Comes to BART

Many BART employees are used to working on a holiday. After all, the trains have got to be out there and rolling, holiday or not.

But few BART employees are used to having the holiday brought to them, practically at their work station. Thanks to Victor Rivera and his wife, Pat, that's exactly what happened on Thanksgiving Day.

Rivera is Operations Control Center Training Supervisor and for the past few years he and his wife have provided a free Thanksgiving feast for OCC workers and other BART employees at Lake Merritt.

This year about 25 BART employees shared in the feast, including an enormous turkey, dressing, mashed potatoes, gravy, rolls and two kinds of pie, pumpkin and pecan. The feast was set up as a buffet and BART employees helped themselves as their duties allowed. Vic and his wife also provided plates, silverware and napkins.

Bob James, Power/Support Controller, says there was enough turkey left over for sandwiches the next day. "It was truly wonderful," Bob says, "and everyone truly appreciated it." He says that, not even counting the monetary value of the feast, "the expenditure of time and energy and caring just can't be calculated. It was just terrific."

Did *Your* Name Appear?

If your name should have appeared, but didn't, in the list of retired and service milestone employees in the November issue, call Benefits at 464-6212.

BARTalk

A publication for and about the employees of the San Francisco Bay Area Rapid Transit District.

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